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AMBASSADORS OF GOOD WILL



8 ESSAYS BY RETURNED BEVIN TRAINEES

AMBASSADORS OF GOODWILL

INTRODUCTION

EARLY in 1944, the Department of Labour, Government of India, instituted an essay competition for Bevin trainees with the object of stimulating public interest in the Bevin Training Scheme. This volume comprises a selection of the prize-winning essays dealing with different aspects of the Scheme and containing first-hand impressions of the trainees, popularly known as "Bevin Boys". Apart from their human interest as a record of the impact on young, responsive minds of new and unfamiliar conditions in wartime Britain, of their daily intercourse with British workers, of friendly welcome and generous hospitality accorded to them everywhere, these essays also show in no uncertain manner the immense practical value of the Bevin Training Scheme to Indian industry.

The Scheme was born under the stress of war. The enormous expansion of the munitions industry in India confronted the Government of India with the problem of finding skilled technical personnel to man it. Among the solutions that were considered, there was one which sought facilities for the training of suitable young Indians in foreign countries. His Majesty's Government generously offered to provide at their own expense these facilities. The value of this assistance becomes all the greater when it is realised that it was given at a time when they could ill afford to deflect their energies from the paramount task of mobilising the entire resources of Britain in order to defeat the forces of aggression. The Scheme under which advanced technical training was to be given to batches of selected Indian youths came to be known as the Bevin Training Scheme after Mr. Ernest Bevin, the British Minister of Labour, who sponsored it enthusiastically. It has certain unique features. It is intended solely for the benefit of the working classes in India who, but for it, would have had neither the means nor the incentive to acquire advanced technical training in some of the largest and most well-equipped factories and workshops in Britain. Another striking feature of the Scheme is that the trainees are lodged with British working class families. This has helped to tear away the cobwebs of ignorance and misunderstanding and bring Indian and British workers closer together. Out of this contact has emerged a realisation that though there may be differences of outlook and national habits yet these are merely superficial, and British and Indian workers have the same fundamental human interests and are inspired by a common desire to work for the amelioration of the lot of working classes all over the world. To have initiated Indian trainees in modern and highly complicated technological methods of production when these are normally considered close secrets is a magnanimous gesture which has created a profound impression in India. Last but not least in importance is the valuable knowledge which Indian trainees have gained of British Trade Unionism.

The immediate effects of the Bevin Training Scheme are too obvious to need detailed comment. By improving the technical knowledge and skill of Indian workmen it has raised the level of industrial efficiency in India and has also substantially improved the men's material prospects. They occupy important supervisory jobs in industries, and their average earning capacity is estimated to have risen by nearly 230 per cent. A workman who, prior to his selection as a Bevin Boy, was earning a meagre pittance is today receiving a salary of Rs. 1,000 per mensem. As regards the remoter effects of the Scheme, one can confidently look forward to a brighter and more progressive industrial future for India. The Bevin Boys constitute a potent nucleus of goodwill which, in times to come, will grow into a vast force drawing and knitting into closer fellowship the peoples of India and Great Britain, and ushering in a new era of industrial co-operation and development.

As for the "father" of the Scheme—Mr. Ernest Bevin,—the essays speak for themselves. His genial personality has firmly gripped the imagination of these young men, and their gratitude to him for the personal interest he took in them is deep and heartfelt. They have assimilated the spirit of the Scheme and are alive to the importance of the role which Mr. Bevin has assigned to them—ambassadors of goodwill and leaders of Indian Trade Unionism.

The competition attracted 34 entrants who submitted 49 essays. Thanks of the Department of Labour are due to Brigadier A. W. H. Rea and the late Mr B L Waters for undertaking the arduous task of preliminary selection and to Messrs. M. D. Taseer, A. S. Lall and F. Watson for judging the selected essays.

CONTENTS

1.	BEVIN AND HIS SCHEME	<i>G. Mustafa Mahmud.</i>
2.	TRADE UNIONISM IN BRITAIN	<i>D. V. Shinde.</i>
3.	MY MEMORIES OF ENGLAND	<i>N. Sankaramurthi.</i>
4.	(i) MY FRIENDS IN BRITAIN	<i>M. G. Kulkarni.</i>
	(ii) „ „ „	<i>M. Muzaffar Beg.</i>
5.	BEFORE AND AFTER MY TRAINING	<i>Lucas Reis.</i>
6.	WARTIME PRODUCTION IN ENGLAND AND INDIA	<i>S. A. Shirazuddin.</i>
7.	WORKERS AND EMPLOYERS IN BRITAIN ..	<i>M. G. Kulkarni.</i>

“ YOUR AMBASSADORSHIP IN THIS COUNTRY AND THE MEMO-
RIES YOU WILL TAKE BACK WITH YOU WILL PLAY THE LARGEST
PART FOR FELLOWSHIP BETWEEN YOUR COUNTRY AND OUR
COUNTRY. I LOOK FORWARD TO THE FULLEST CO-OPERATION
BETWEEN THE PEOPLES OF BRITAIN AND OF INDIA.”

THE RT. HON'BLE ERNEST BEVIN, M.P.



Her Majesty the Queen with Mr. Bevin at Letchworth Hostel.

“ BEVIN AND HIS SCHEME ”

It was at the out-break of war that the British Government and most of the sensible people in Britain realised that if India had been industrialised, she would have been of great help to the Allies in winning the war. Nearly every one soon came to appreciate the importance of India, specially in the eastern theatre of war. In India most of the public bodies had pleaded on behalf of the people and tried to bring home to the Government the importance of and the need for technical education in India even before the war. But when the war broke out, the industrialisation of India became the most important question of the day in Indian politics. Most of the articles which India used to import from Germany and Japan were stopped and also most of the articles ceased to come from Great Britain because the majority of factories in England started making bombs and shells instead of razor blades and beauty creams. This was the time when in India small industries suddenly developed into big ones to meet the country's need, and now within five years of war these industries have made tremendous progress in the quality as well as quantity of their production. But India's duty during the war was not only to produce as many goods as were necessary to meet the country's own needs. India wanted men, raw materials, guns, ammunitions, means of transportation, etc. Many factories were thus started to produce ammunitions, guns, bombs, shells and other vital weapons. For this purpose thousands of *skilled workers* were employed and yet the need of thousands more was there. India wanted skilled labour and trained men who could train Indian workers in their new jobs.

During this period a member of the British cabinet put a new Technical Training Scheme before his colleagues. It was a Scheme for India and Indian workers and also for Great Britain. It was to show the world that the British had not only given facilities for the training of technicians to India, but had also enabled her to take her due share in the common struggle.

"Selected batches of Indian workers who know how to read and write English and are able to understand drawing, etc., should be brought to England and given specialised training side by side with the British workers, and then should be sent back to India to take charge of those new jobs in Ordnance factories as well in any other factories in the country to lead other workers." This was, to put it in a nutshell, the scheme introduced by Mr. Bevin, the Labour Minister in England.

There was some opposition to Mr. Bevin's Scheme but since he commands great influence he was able to carry it through. This Scheme was called the Bevin Training Scheme and the trainees were afterwards called "Bevin Trainees" or "Bevin Boys."

The most interesting part of this Scheme, which Mr. Bevin visualized at the time of introducing it, is that Indian Trainees or "Bevin Boys" should be accommodated in selected British families in order to understand them and to give them the opportunity of understanding India through them. Regarding this, in his common letter to every Bevin Boy who has finished training in England, Mr. Bevin says: "You have also lived with our people and have had the opportunity to learn some thing of the great fellowship of labour that has been built up in this country and of the way in which questions of common interest to both sides of our industry are handled. The knowledge that you have gained, as well as the technical knowledge that has been imparted to you, should stand you in good stead in the work you are called on to do on your return."

In accordance with the provision of the Scheme, the National Service Labour Tribunals in India selected 50 trainees in the first batch for training in England from all over India's industrial fields, and in 1941 the first batch reached England for their specialised training.

I was selected in the fifth batch of Bevin Trainees and when I reached England I was very eager to see Mr. Bevin.—The Father of the Scheme—in person. He could not come to receive us in person at Letchworth, our first Training Centre, owing to some very important parliamentary business during that time, but he sent Mr. Tomlinson, the Parliamentary Secretary, to receive us and he told us how glad Mr. Bevin was to have us there. Another occasion was missed when we went down to London and were taken round some important and historical places there. We were scheduled to be at the Hospitality Committee's Office at 3-30 p.m. but we arrived late and Mr. Bevin, after waiting for half an hour, left. We were greatly disappointed at not meeting him.

At last on 10th September 1942 when we were taken round the Houses of Parliament to listen to the Commons debate and the Premier's statement on India, we were told by our Superintendent just before the commencement of the session that Mr. Bevin was coming to see us for a very short time. I was very glad to see him for the first time and when the Superintendent introduced me to him saying: "Here is one man from the N.W.F. Province", he shook hands with me saying: "Are you from Peshawar?" "Yes Sir!" I said. He then passed on to another colleague of mine. This was our first meeting with him and soon afterwards I listened to him speaking in the debate.

We were transferred to certain industries after our first two months of training at Letchworth Training Centre and so we could not see him again, but the boys who were still at Letchworth were addressed by him once in the Training Centre. We Aero-Engine boys were in Warrington when half of the fifth batch finished their training after six months and were ready to sail for India. The certificates were to be given to them by Mr. Bevin himself and this was a grand occasion. We were also invited to Letchworth from where we were to go down to London to attend the meeting at the Office of the Ministry of Labour and National Service in St. James's Square.

Here I heard him for the first time. I remember one thing on this occasion which revealed his personal character. We collected about £ 20 for the High Commissioner's "Bengal Relief Fund," and, to show their sympathy for India, British trainees in the Training Centre also contributed about £ 21. When, after announcing these collections, Mr. Bevin sat down, he said: "Take one pound from me to make the Indian trainees' contribution equal to that of British trainees."

He delivered a very nice speech in which he advised us on more than one side of life. In the course of his speech, he said: "Freedom for India is not enough in itself. There should be more industrial development, so that the standard of living should be raised." He went on to say: "Your ambassadorship in this country and the memories you will take back with you will play the largest part for fellowship between your country and our country. I look forward to the fullest co-operation between the peoples of Britain and of India."

He then presented us with badges and certificates and shaking hands with us he wished us good-bye and good luck.

This was my last meeting with him. I found a very great personality in him and also a sincere friend of India. He is a man who is really eager to see good relations established between England and India. He also wants to see that India should have the same standard of living as other progressive countries. I remember that once while broadcasting to India, when he introduced his Scheme, he said: "If you want to understand real English people, come and stay with us in our homes." I believe by introducing this Scheme he has killed two birds with one stone. He has introduced an average class of Indians to the average class of British people. We got the chance of understanding them fully, by living with them in their houses, and we secured the opportunity of studying the social, political and economic life in Great Britain. We also learnt a great deal about the great fellowship of labour that has been built up in that country and of the way in which industrial problems of mutual interest to both employers and workers are tackled. We, as the ambassadors of India, taught them a little geography of India and gave them a real picture of India and Indian peoples. We showed them the standard of Indian brains by competing with them in examinations. We also explained to them the real social conditions of India and persuaded them to shed their old ideas as most of them thought that India was a wild country and the most famous things of India were the elephants and the snakes. We discussed with them in friendly meetings the relations between India and Great Britain.

We learnt real workmanship from English workers and obtained as much technical knowledge as possible from their vast resources in factories, their public libraries, and their industrial establishments. As Mr. Bevin himself said: "During your stay you have received the best training we could give you in our Government Training Centres and you have had valuable experience in some of the most efficient of our industrial establishments."

Mr. Bevin not only wanted us to be trained on the technical side but he also wanted us to study the growth of Trade Unionism in Great Britain. This is why we were given a series of lectures on Trade Unionism in England, and I look forward to the day when Bevin Boys will be the leaders of the Trade Union movement in India and will build up a strong future for India. I remember that while going to England we were given a farewell party in Bombay by the Government of India at which Mr. Jammadas Mehta expressed the same sentiment. So I went to England thinking that on me and other Bevin Boys depended the great industrial development for which India hoped when normal times returned.

Who in the House of Commons could better understand the value of such a technical scheme than Mr. Bevin—The Father of the Scheme, who himself was once a workman and has risen from an ordinary position to the position of Labour Minister in the present Cabinet? He has struggled very hard in

connection with Trade Unionism. Every worker in England likes him and regards him as his leader. He is also a sincere friend of workers and is their real representative. He not only likes the workers of Great Britain but his sympathy extends to labourers of other countries and he thinks in terms of world fellowship of labour. By introducing the "Bevin Scheme" he has proved clearly how eager he is to see India industrialized. In my opinion he is not only the Father of the Technical Training Scheme but deserves to be called one day the "Father of the Great Industrial Development of India." His wish, which he has expressed in his letter to us for complete understanding between the people of his island and our own country, will surely be fulfilled one day. This is what he said on the completion of our training: "I trust you will tell your Indian friends what you have seen and done here. It is on a personal relationship such as you have established that we hope to build complete understanding between the people of this island and of your own great country."

G. MUSTAFA MAHMUD.

First Prize.



His Majesty the King talking to a Bevin Boy.

TRADE UNIONISM IN BRITAIN.

The factory and the trade union are English contributions to the industrial world. Both arose out of the Industrial Revolution towards the close of the eighteenth century. The trade union differed from the mediaeval guild in being an association of workers exclusively. Under the guild system the employer and the employee were bound together by personal ties which gave way with the emergence of the factory system. In the factory, however, there developed new ties which drew the workers together. They combined into associations for collective bargaining with their employers for the amelioration of their conditions of work.

Difficulties, however, confronted the combinations of workers. They were repugnant to the common law. Many of the laws against political associations could be, and were, used against the labourers' combinations. But the worst blow came when laws forbidding workers' associations were passed in 1799 and 1800 to prevent the possibility of the spread of the French revolutionary spirit in England. The Combination Acts, however, could not deal a death-blow to the labour movement which took cover of the friendly societies legalised in 1793. Simultaneously there was set on foot an agitation for the repeal of the Combination Acts, as a result of which they were finally repealed in 1824 and 1825.

The legislation of 1824-25 gave an impetus to the labour movement which was seen in the rapid growth of trade unions in number and membership

and a large number of strikes. In the early "thirties" of the last century attempts were made to form trades unions, *i.e.*, unions organising workers of different trades in the same bodies, as distinct from the former trade unions, *i.e.*, unions organising workers of different trades in different bodies. The most noteworthy of these attempts was made by Robert Owen who established the Grand Consolidated National Trades Union. This organisation had a mushroom career and its membership swelled to half a million within six months. The object of the organisation was the inauguration of a general strike for an eight-hour day. Unfortunately the strike was a failure and the G.C.N.T.U. soon breathed its last for want of able leadership and adequate funds. This failure had the most unfavourable effect on the trade union movement. The working people lost faith in the labour movement and turned to political and social movements for their salvation. This state of affairs did not, however, last long, for the workers, sobered by disappointments, once more turned to the labour movement to achieve their aims by peaceful methods.

The special features of the trade union movement during the third quarter of the 19th century were increasing federation of unions in particular trades, a general abstention from political methods and the substitution of the methods of industrial diplomacy for those of class-war and the establishment of trade councils in important industrial centres. These trade councils played an important role in promoting workers' interests and fostering liberalising legislation in Parliament. Perhaps the most important thing they did was to convene national trades congresses, which became a regular national event after 1869. The present British National Trades Union Congress was started in 1867. Another phase of trade unionism during this period is the removal of the surviving legal restraints on the trades unions and the grant of freedom to accumulate funds and the freedom of contract by passing the Trade Union Act of 1871, the Conspiracy and Property Act of 1875 and the Trade Union Act Amendment Act of 1876. These Acts encouraged the trade union movement which grew rapidly in number and membership.

During the last decade of the last century the labour movement entered the political field and voted for the Liberals and even elected their own representatives to Parliament. A new feature of trade unionism in England during this period is the rise, in the last decade, of what is called "New Unionism" under socialist leadership.

In the present century, British trade unionism has, on the whole, fared well although its fortunes have risen or fallen with oscillations in the industrial world. They were, however, a few impediments in its path, some of a serious nature, such as the Taff Vale Judgement and the Osborne Judgement. The former declared non-immunity of trade unions from litigation for damages and the latter declared the use of trade union funds for political purposes illegal. The Taff Vale Judgement was, however, reversed in 1906 by the Trade Disputes Act, which, in short, exempted trade unions almost entirely from legal process. The agitation for the reversal of the Osborne Judgement led to the passing of the Trade Union Act of 1913 which allowed trade unions to constitute a separate fund for political objects but contributions to that fund were not to be compulsory. Again in 1927 after the General Strike very definite limitations were imposed on the political and other activities of trade unions.

British Trade Unionism is the strongest in the world. It has been followed by other countries and some have copied it outright. It has obtained a very important place in the international trade movement. There are a number of trade unions comprising in all nearly 8 million workers. These trade unions are free associations of workpeople in contradistinction to the association of workers set up and controlled by the government like "Labour Fronts" in Germany and the "Fascist Syndicates" in Italy on the one hand and the organisations of workers set up and controlled by the employers, the "Yellow Unions" as they are called by the French, on the other.

British trade unions have rendered remarkable and valuable services to the workers. They possess vast funds out of which they provide sick, unemployment, super-annuation and funeral benefits to their members. Their methods are those of industrial diplomacy and peaceful negotiation, and only in the last resort do they turn to strike as a method of getting their grievances redressed. The "New Unionism" at the time of its birth, in the last decade of the last century, led by socialists, looked upon trade unionism as a weapon of class-war. The Unionists refused to fall in with the New Unionists. When, however, the first flush of their strength was over, the New Unionists shed their extremism and went half-way to meet the old unionists, and since then strike is resorted to only after all alternative methods are exhausted.

Before we conclude, it is interesting and instructive to consider a comprehensive plan put forward by some English trade unionists for the reorganisation of the British trade union movement. According to this plan the very basis of trade unionism is to be changed from craft to industry, and then the trade unions so formed are to be federated into one national union with arrangements for transfer of membership from one union to another. The feasibility and desirability of such a scheme are doubted by many. As regards the question of the basis of trade unionism, it is contended that the present craft basis can be replaced with great difficulty, because it has taken a deep root in the imagination of the workers and, secondly, the trade unions as they exist at present render such innumerable and valuable services to the skilled workers as will not be available to them in general industrial unions and they will not approve of a plan which deprives them of the present benefits. The difficulty of transcending craft unionism is illustrated by pointing out the failure of a similar attempt in America. The American Federation of Labour, comprising trade unions, started to organise unskilled workers with the result that a rival body, namely the Congress of Industrial Organisations, arose to incorporate unions of unskilled workers. Nor, it is argued, is it necessary to change the craft basis, for craft unions have shown readiness to forget their sectional interests and join hands with workers of inferior grade when an emergency demanded such action on their part, as they did on the occasion of the General Strike of 1926. Furthermore, it is said that craft unionism will gradually vanish with the increasing mechanisation of processes.

As regards the federation of trade unions, it is said that, while such a step is not undesirable, too much control in the hands of the central body will be detrimental to the interests of the member unions. Some problems are such that they cannot be decided by the central body, while sometimes there is no time to refer the issue to it.

The above sketch of trade unionism in Britain will have shown that the movement has created a feeling of solidarity among workers, fostered and promoted their interests and safeguarded them from exploitation.

D. V. SHINDE.

Second Prize.



Mr. Bevin delivers a speech to boys of the 4th batch.

L. to R. Mr. Watson-Smyth, Mr. Amery, behind him is Mr. S. Lall, Mr. Bevin (STANDING), Sir Azizul Haque.

MY MEMORIES OF ENGLAND.

I look back with delight to my stay in that wonderful country—England. The memory of the beautiful places I visited during week-ends, the persons I met, the scores of friends I made, the social functions and meetings I attended, the club and family gatherings I addressed are still fresh in my memory. In fact, every hour of my stay in the United Kingdom was usefully spent. I had nothing to complain of during that short 8 months' stay which began at the tail-end of the summer of 1941 and terminated during the winds of March, except that I could not get very much to eat. But I was contented with my lot because every one had the same fair share of all the necessities of life at the same price. Of course, the day I landed at Liverpool I had two eggs for my last breakfast on board the good old ship, but did not get even one egg for the first three weeks of my stay. I sometimes wonder how happily I carried on during my stay on two pints of milk and eight ounces of sugar a week.

At the preliminary training centre there were a number of refugees from European countries learning various engineering trades. I had the pleasure of exchanging views and working along with a girl from Budapest (Hungary), an ex-business man from Berlin, a Russian student from Manchuria, a school-master from Vienna (Austria) and a master-builder from Prague (Czechoslovakia). It was during this period of my training that I had the opportunity of my life, namely, meeting Their Majesties, the King and Queen. I can still

vividly recollect the scene which is etched on my mind. King George VI was dressed in the blue uniform of the Marshal of the Royal Air Force and his charming consort, Queen Elizabeth, wore a light blue garment. During this visit there was a humorous incident. While the Queen was talking to the boy next to me who hailed from Kashmir, she remarked: "Kashmir must be a wonderful place for scenery." He replied: "Yes Sir." The whole party felt like bursting into laughter.

Among other personalities that I chanced to meet were Mr. Ernest Bevin—the champion of the labour cause, the father of the Scheme of which I am proud to be a beneficiary—, Mr. Amery, the Duke of Devonshire, Mr. Winant—the American Ambassador at the Court of St. James—, Mr. S. Lall, the then Acting High Commissioner for India in London and Major Akbar Khan of the Indian Contingent in England.

In the summer, the sunny long evenings were mostly spent in playing lawn tennis with British friends. On certain Sundays I spent many an hour driving the tractor, working on the cutting and knotting machine and also on the threshing machine in nearby farms.

Among the many social functions and gatherings at which I was one of the chief guests was the party arranged by the British Overseas League in London, very close to where the Germans dropped a huge land-mine whose crater had only to be plastered to be covered into a static water tank for fire-fighting purposes. On this occasion, Mr. and Mrs. Rice of the League introduced me to a number of Canadian lads from Winnipeg. The Royal Empire Society gave us a luncheon after a sight-seeing tour of London. While inside the Tower of London, I accosted a liveried guard in crimson and gold who was just then returning after the "Ceremony of the Keys". "Hullo, how old is that raven there?" I asked. He blurted out: "Blimey, laddie! 'avent' you beat'n me, 'ay be fifty', ay be 'undred' ears." I chuckled and said to myself: "Splendid! A real Cockney guarding the Tower of London."

The Hindustani-speaking Club, the Indian Students' Union in Gower Street, the British Association for the Cultural Advancement of the Empire, the Imperial Institute (South Kensington) among others, invited us to parties.

On the invitation of Sir Walter Citrine, I had the privilege of attending a special Trade Union day session at Luton addressed by veterans like Victor Feather and others.

Among the many places I visited, Oxford needs special mention. After visiting the numerous colleges, the Radcliffe Camera, the University Museum, the Cathedral and the Bodleian Library, when I came to the new Bodleian I sighed and thought what an ugly contrast this modern building provided to those ancient buildings. It was the gift of an American trust. While inside the Sheldonian Theatre, the only woman caretaker of the University remarked: "Your great philosopher Radhakrishnan used to be here." Those words are still ringing in my ears. At Cambridge the King's Chapel and the river Cam appealed to me most. St. Albans in Hertfordshire, the seat of ancient Roman culture in Britain with its excavations, museum and rows of Jewish stalls at the shopping centre reminded me of an Indian market fair. In Rugby the towering transmitters of the B.O.W. looked as though God created that city only for them to domineer. At Coventry, in spite of my visits to the ruins of Tilbury Docks and the east of London, I felt depressed but was later pleased to see entirely new streets with rows of new houses. Here a very humorous sign-board put up in front of a very badly battered Radio-shop read: "This is nothing. Visit our branch in Berlin." Blackpool is supposed to be a cheap holiday resort as compared with Brighton or Torquay but still its "Tower," "Winter Gardens" and the numerous "Bed and Breakfast" houses were quite interesting. Manchester, with its library, Town Hall, the holiday resort "Belvue" and the ships fitted with telescopic masts traversing the "Ship Canal" were very exciting. When in Liverpool on the second occasion I made it a point to go to Birkenhead by the Grand

Mersey Tunnel and return by the ferry boat. While driving through the tunnel I felt proud to recollect that an Indian student, then of the University of Liverpool, also assisted in its unique design.

Places like the " Whipsnade Zoo ", " Madame Tussaud's Wax Museum " sports like Ice Hockey, League Foot-ball, grey-hound racing, entertainments like the London Vaudeville or an orchestral concert in Albert Hall had better be witnessed than described.

When I gave a twelve-minute broadcast talk from B.B.C. London, the famous B.B.C., announcer, Elizabeth Arlen, while introducing me on the " mike " badly mutilated my name and made me half wonder whether she was introducing me or some other person.

For nearly five months I was a happy " Homeguard " of the Hertfordshire Regiment and " played at soldiers." Little wonder that I regularly received my one and six pence for supper and enjoyed snookers while on " picquet duty."

Lastly a word about the London Policeman. He is the best informed man in London—the city of cities. The first time I was in London, I approached a policeman and said " Hullo cop, nice day! If you don't mind, please direct me to Trafalgar Square." He took me to a corner of a sidewalk, pointed a traffic light hardly fifty yards away, and said : " You see that red light there, sorry now it is green, that green light there, from there take the second turn on the left then the first on right, and then the third on left. It is just right there, you can't miss it." I said : " Thanks, old chap!" and landed right in front of St. Martin in the Fields.

N. SANKERAMURTHI.

Commendation Prize.



Letchworth Indian Hostel, Friend's House.

MY FRIENDS IN BRITAIN.

I had a chance to go to England in the fifth batch of "Bevin Trainees" from the Central Provinces and Berar. I am very glad that I have got an opportunity today to write something about my friends in Britain.

When I saw the shores of England my heart started beating and I was thinking of the following questions all the time, as I had a very bad experience in Capetown about white people.

1. Whether I can make friends in Britain ?
2. Will the English and continental people mix with us ?
3. Will they talk freely with me ?
4. Shall I get accustomed to their habits and ways ?
5. What do they think about us ?

I landed at Liverpool and was taken to a very fine city called Letchworth, the garden city, where I had to stay for about six weeks. Here I made very many friends, both male and female. My first friend was my co-worker in the Training Centre. He was a fairly rich man, but had voluntarily joined the Training Centre to work for war and to help in achieving final victory.

He was very kind to me and was always willing to explain things to me. I could not first follow the English of so many girls and boys who were working with me. This friend was a Londoner and could speak better than any other person. I made some more friends and I treated two of the families as my home. I could not live with them for a long time as I was afterwards posted to one of the biggest job-production factories in Manchester. London being near Letchworth, I made some friends there also.

When I went to Manchester I had confidence in me because in Letchworth we were fifty and here I was alone with hardly any friends. I was residing in one of the hostels maintained by the Y.M.C.A. I arrived there in the afternoon and was received warmly. I had finished my dinner and was sitting near the fire-place listening to the news on the radio when I heard the noise of a call-bell. The gentleman came inside and wished us well. He at once introduced himself to me and said "Brother, here I come to help you in all matters while you stay in England and particularly in Manchester. We have friends here, a Tuesday Group, where you will find ladies and gentlemen from different countries who exchange their thoughts and I shall be glad if you also join." I decided to join and told him that I would be glad to attend meetings of the Tuesday Group.

The next day I went to the works. Here also I was warmly received by the bosses, and they helped me in all respects. I was introduced to a man with whom I had to work. He was very kind to me.

As the days passed on, I continued to add friends to my list. On the day I visited the "Tuesday Group" I was introduced to people of different European countries who had come to England, and were tired of Nazi brutality. They were sincerely helping the war effort and used to meet frequently at one place to chat and express their opinions on different subjects.

My friends' circle included both the sexes and extended from a child to an old man of 95 years, from news-editor to a typist, from a fitter to a managing director, from the poor to the rich. I joined many clubs, *viz.*: International Club, "Christian Comrades", "Tuesday Group," "Holiday Homes," and congregational churches, and took part in discussions on all sorts of subjects—social, political, working-class problems and trades unions. I did not confine my friendships to the English people. I venture to say that I had a chance to exchange ideas with representatives of all nations except those on the Axis side. Most of them were either soldiers or working in the War Factories, A.T.S., W.V.S., W.A.A.F., docks and ships.

I had many opportunities of going to their houses and they were always inviting me, particularly during Christmas. I will never forget the English people. Their living has been standardized and many of them are members of the Trade Union Congress.

I found them jolly and was always asking them questions as to why they are so free. I came to the conclusion that they are highly paid, they have got unity, security of service, pensions, insurance and most of them had their own houses.

Their living is very simple and we got a very good impression at the first sight when we entered their houses. They are very fond of cleanliness and have a marked sense of duty. They are also very careful about keeping appointments. Most of the houses are double-storeyed and the following things are most common in every man's house:—

1. Sofa-set covered with woollen cloth.
2. A small library of general books.
3. A radio-set and a piano.
4. Gas stove.
5. Sleeping cots and sufficient clothes to protect them from winter.

Most of the home work is done by the lady of the house. She goes twice in a week to the market and looks after the welfare and cleanliness of the house. She does all sorts of jobs. So a worker in England is quite free from the troubles and worries of home and can concentrate his mind on his work. Every one is in the habit of keeping domestic pets like dogs or cats. They spend their time at home. On week-ends the workers go out on a picnic or to a picture, or to a dance or a variety show. But in war-time most of them work over-time and hence, as soon as they come home, they chat for an hour or so and go to sleep.

Do they take interest in Indians ? I do not think the majority of the English or western people think of other nations. It is this war and the Indian National Congress (rather, to be more exact, the mission of Sir Stafford Cripps, and its failure) which have aroused their keen interest in India and her problems. I had a chance to discuss Indian affairs with people of different nations. They respected India and some Indians of international reputation such as Mahatma Gandhi, Pt. Jawaharlal Nehru, Maulana Abul-Kalam Azad and the late Rabindra Nath Tagore. Most of these people were in favour of giving India the choice to keep in or out of this war and most of them were not satisfied with the present administration of India. They were always saying that India has got the right to decide her fate after the war and that she must be free and will be free. "We shall see" they said, "that after the war, with the co-operation of British and Indian workers, India is a free nation."

We had always discussions on social customs, religion, and unity in India. They seemed to be very much in the dark about India. The following are some of the questions which were asked by some of my girl and boy friends in England :

1. Where did you learn English ?
2. Are there any trams, trains and buses in India ?
3. Where do you live, on trees or in towns ?
4. Do women worship tigers and snakes ?
5. Do you keep them at home ?
6. Do Indian girls go to school ?
7. Is it a fact that Indian girls are married earlier and they have got no social status in life ?

I gave them as reasonable answers as possible. I explained to some of them our marriage system and they seemed to be very much interested in it.

I had a talk with trade unionists on management and labour conditions in England and India. They felt sorry to learn about the conditions of Indian labour. I was much impressed by their method of work and the co-operation between workers and employers. Some of the trade unionists told me that they were thinking of having branches of the Trade Union of England in India and one of those was to be an Amalgamated Engineers Union.

I have already mentioned above that I had friends belonging to all countries of the world. I attended some of the meetings which were held against the Nazis in a club formed by some Austrians. I learnt there something of the brutalities of the Nazis. Before the entry of Russia into the war against the Nazis, it was very difficult to know the actual opinion of Englishmen about the war. As far as I could gather through my contacts with the Labour class of England, they are favourably inclined towards Russian Communism and when Russia declared war against Germany the English workers became confident that they would surely win this war with the help of Russia. Whenever I put a question to an English boy or girl about victory, the answer was that Russia was sure to win, and because Russia had joined hands with the United Nations, the United Nations were sure to win. Any way, the British have a complete hatred of the Nazis.

As regards the position of British Labour after the war, the workers are doubtful. The condition of the English worker before the war was not satisfactory. Most of the workers are not satisfied with the Beveridge report. They are confident that they are the only persons who will improve their own condition by making the Trade Union Congress strong.

Most of my friends were very kind to me in England and we decided to exchange letters every year and give a full account of the year ending with Christmas. I am receiving letters from most of them. Below I give some extracts from some of the letters to show their regard for me :

1. " Although I realised that Christmas under the present circumstances can hardly be regarded as a happy one, I do in all sincerity convey my good wishes to yourself and family to remind you that although our acquaintance was of a short duration only, you are not forgotten in England."
2. " I am sorry to read of the food shortage in various parts of India and do earnestly hope that by the time you receive this letter the present difficulty will have been overcome."
3. " We are all still in the midst of the carnage of war but we must hope and pray that when peace is signed we shall all move forward to a new and better world." (From a fellow-worker.)
4. " It is now the 21st November. (Held, started this the other day.) Our group gets bigger and bigger—You would have enjoyed some of our recent meetings. We miss you because you always joined in the discussions. Most of the present boys just sit and listen. My best wishes to your wife and hope you have a very good job." (One of my friends in Tuesday Group.)
5. " What a wonderful place is home! Whatever our station in life or in whatever country we live it is always the same joy to get home.....We trust that the spirit of brotherhood will grow throughout the world and that the time will not be far distant when conditions in your country will be greatly improved. The only way to lift the country on to a higher level is for all persons to try and help those who are not quite so fortunate as themselves. This will lift them on to a higher plane and they in turn must do the same.....Please accept sincere greetings from your friends in comradeship and we often think and speak of you in our functions." (One of the friends in Christian Comradeship.)

From the above letters and some others I have got, you can imagine what type of friends I had in England. They were all very good to me. I will never forget them and their hospitality during my stay of 8 months in England. In regard to conditions of labour in India I try to satisfy them as fully as possible.

I think most of our Indian students who go abroad for engineering do not take any part in the trade union movement. They consider it below their dignity to work or talk with the workers and often think that on return to India they will get good posts. In spite of so many Indian students going to England, I found the majority of the English people in the dark about India and Indians. Most of them think that India is a very rich country and very backward. During my stay in England I tried to make them interested in the affairs of Indian workers. At the same time I told them many things about India, our mistakes and how we could learn their methods of work. I have definitely benefited myself by going to England and in spite of my very short stay in England I have brought with me pleasant memories of the English people.

M. G. KULKARNI.

Consolation Prize.



International Fellowship.

MY FRIENDS IN BRITAIN.

It gives me great pleasure to write a few words about my friends and acquaintances in England. By friends I take the liberty to include not only individuals but also those surroundings which evoke happy recollections. To have visited England and to have made such vast social contacts is indeed an event in my life never to be forgotten.

England has been called the mother of democracy. It is the first country in the world where slavery was abolished by law. When I set foot on English soil, all my ideas of English history came up to my mind. I was to see a nation which had made tremendous sacrifices for the sake of liberty. The figures of Cromwell, Willington, Nelson, Lloyd George, H. G. Wells, Shaw and Churchill came up before my mind's eye. It was with this background of noble ideas that I got down at Bristol.

I may now be allowed to say, with pardonable pride, that I made a host of friends in England, probably to the envy of my companions. These friendships were not, however, an act of pre-meditation, but a spontaneous expression of fellow-feeling. My first guide, philosopher and friend was the great Minister of Labour, Mr. Ernest Bevin. I had heard of his great efforts in the cause of labour and his deep interest in the Trade Unions. I was very much impressed by him and his short but extremely illuminating speech. To every Indian who is interested in the growth of industries, his speech must prove most helpful. I had the proud privilege of garlanding Mr. Bevin on behalf of the first batch of Bevin Boys. Among other friends I may mention the names of Charles Higgins, Jack Roberts and John Morgan. I also had many opportunities of playing cricket matches and it was a pleasure to play with men like E. Paynter, Oldfield, Duckworth, Constantine and Martindale.

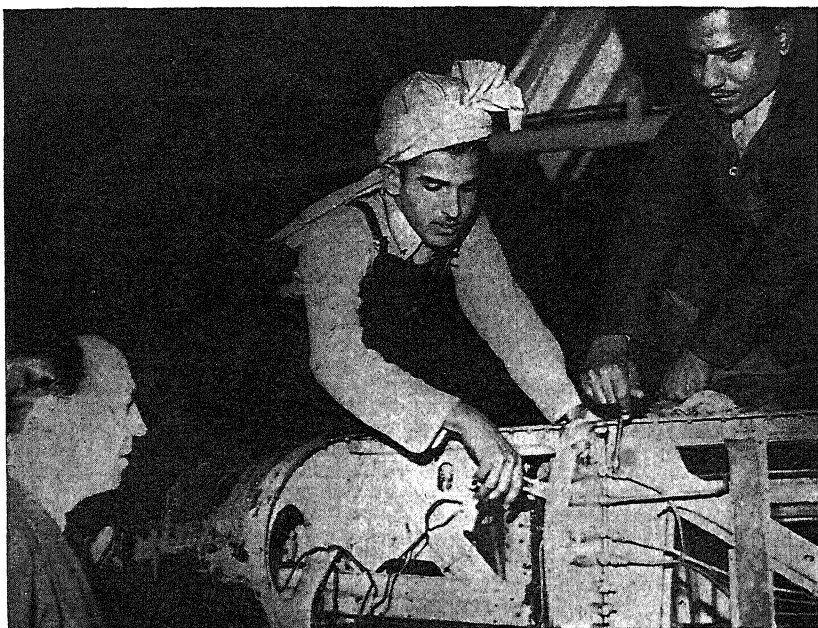
Now let me speak directly about the factory workmen of Britain, the men among whom my lot was cast. To me, a student of human nature, this was the richest experience. Every morning I saw the workmen coming with smiling faces to the factories. They were most punctual, hard-working and honest about their jobs. I can say, without fear of contradiction, that England is the land where every individual has a perfect sense of duty. They had not much to say because a war was on, but they knew that it was a people's war. It was a war for the preservation of their culture, their civilization, their homes. They were happy to contribute their share to win the war. They knew that their cause was just and by the grace of God the final Victory will be to them.

At home, after a good day's work, the workmen would relax. Each had his own hobby, though much reduced in scope owing to war conditions. They had their places of recreation and each man contributed his bit to keep the company merry. After club, men would go to their houses for supper. The wife would be the mistress of the show and the whole family would sit down round the dinner table. On one of these occasions I was a guest in a middle-class family and the hospitality and courtesy with which they treated me are indeed unsurpassed. Never for a moment did I think that I was an outsider. It appeared as if I was one of them. After supper we sat around the fireplace, and there I was shown the curios and memoirs of the family. The children called me uncle and insisted that I should say something about India. I was surprised to find so much interest among the young about this country. The older people showed their interest in the political situation of India. They said that they looked forward to the time when, after the war, British Labour could come to India and enlarge social contacts between India and England.

But what was most outstanding was the appearance of women in the forefront of the war-effort. After my experience in England, I can safely say that the myth of man being the superior partner is a sheer falsehood. Motor factories, aeroplane factories, ammunition factories, etc., were all run by women. And I can honestly say that their quantity and quality of production can be favourably compared with that of men. In fact, I would go to the extent of saying that women have a more cultivated and artistic taste than men. Coming to the present war, the labourers as a whole stand solidly behind the Government in the prosecution of the war. They have heard about the concentration camps, the Gestapo and the brutalities of Nazi Germany. They know that in Hitler's Germany a man is treated as a mere cog in a machine and not as a human being. "Guns instead of Butter" is the motto of the Germans. Their doctrine of "racial superiority" and hatred of the Jews and others is too well-known. I remember one of the labourers quoting from a speech made by Mr. Anthony Eden in the beginning of the war: "We believe that the state is born for man and not man for the state." The British labourer knows what he is fighting for and has perfect faith in ultimate victory.

M. MUZAFFAR BEG.

Commendation Prize.



BEVIN BOYS IN ENGLAND.

Photo shows G. Mustafa, a trainee from the North-West Frontier Province who went out to Britain with the fifth batch of Bevin Boys, at work on a plane wing, watched by Mr. Robert Cary, M.P. (LEFT), Parliamentary Secretary to the Secretary of State for India.

BEFORE AND AFTER MY TRAINING.

It was in the Year 1935 that I passed the Senior Cambridge Examination from St. Aloysius High School, Jubbulpore. I was then 17 years of age, and like many other lads was fired with the zeal of becoming something in this world. Various jobs were suggested to me, but after considerable thought I found that the engineering profession appealed to me most. Accordingly in 1937 I joined the Gun Carriage Factory as a learner in the machine shop, and at the same time took up an A.M.I. Mech. E. Course under the B.I.E.T.

As a learner, I was rated 0-4-0 per day, but this in no way affected my will to work hard as I was determined to rise from the lowest rung of the ladder. After the third month, I was given a machine and started on piece work. Slowly and steadily I began to tackle various types of jobs, and in about a year and a half's time was shifted on to a heavier lathe and given more difficult jobs to do. In recognition of my ability, I was given a special increment of 0-12-0 and my rate now rose to 1-4-0 per diem. I was earning about Rs. 80 to Rs. 90 every month. But to be frank, I was not satisfied. I would often sit down and wonder what the future held in store for me. I knew my prospects as a turner were not very bright. Besides, the majority of my fellow-turners were old men with far greater experience than myself, and to hope for a supervisor's post over them was like hoping for something almost impossible. Surely, I argued, there was an opening somewhere in the huge walls around me. I searched for it but in vain.

Then one day when I learnt not to expect anything to happen, my boss sent for me. My hopes rose high while I climbed the stairs, but, as I faced the boss, they sank fast, at his mere mention of the Bevin Training Scheme. I had heard about this much talked-of Scheme, but had given it no second thought for very many reasons. First of all, there was a war on and a voyage in war-time was risky. Secondly, I was the only son in the family. Thirdly, I had doubts about the value of the training offered. And finally I wondered whether the Government would offer me a good post on the completion of my training. With such thoughts in my mind I naturally tried to make lame excuses before the boss, but he was not to be put off so easily. In a few minutes he had put enough "go" in me to fight it out with myself, my parents and relatives. Thus in 1941, I set sail for England as a member of the first batch of Bevin Boys.

Being a machinist by trade, I expressed my desire to be taught how to manipulate various types of machines and also to be allowed to work in the Heat Treatment and Case Hardening Departments. During my training period at Letchworth my instructors were very kind to me and did their utmost to solve my difficulties. Later on when I was sent to a big Oil Engine and Turbine Manufacturing concern in Bedford, I found that there was much for me to gather in the well-equipped machine-shop and tool-room. Just before leaving the town, I appeared for Section A of the A.M.I.Mech.E. Examination and heard later that I was successful. My training period was wound up with a three weeks' course in Foremanship and Workshop Management, and finally in November 1941, I left for India.

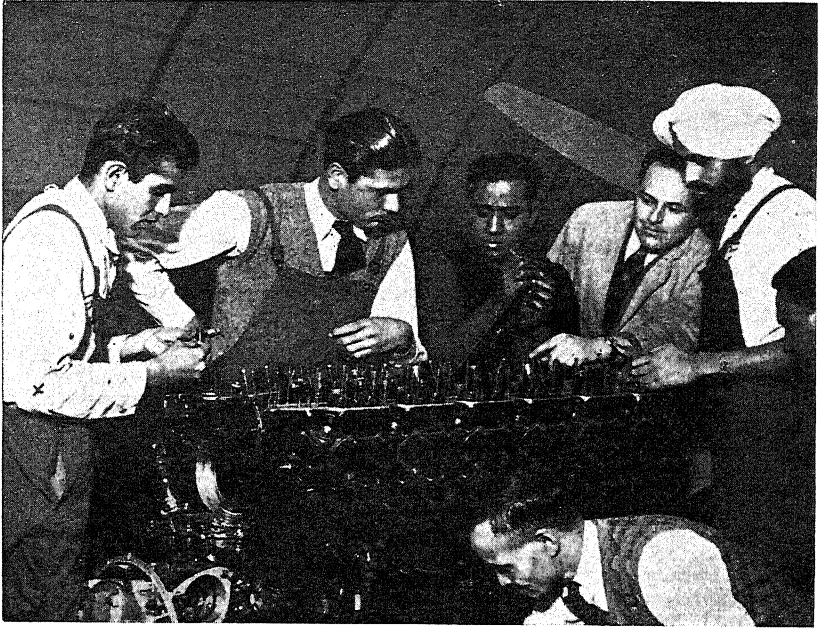
On my return, I was posted in a Gun Carriage Factory, as a 'B' Grade Supervisor on Rs. 135 p.m. I was now placed over about 60 men. My men were naturally interested to know all about my training period abroad, and I would talk to them when time permitted. I would tell them about the various types of new machines I had worked on, or on the simple methods used to aid production. One thing that I would stress in this connection was the Englishmen's habit of first scrutinising the drawing and then inspecting the job, before carrying out his operation on it. Daily there was something for me to tell them, some advice to give, until eventually I was able to instil into the hearts of even the slowest of slow workers the wish to improve and to work hard. My boss was very pleased with the way in which I controlled my men and managed things, and strongly recommended me for promotion. After serving for about 8 months in this factory, I was transferred to another Ordnance factory, and was immediately made 'A' Grade Supervisor. Here I had to control about 150 men, all working on the 6 Pdr. Carriage, and the Cooker Oil Blow Lamp. With the co-operation of the two other supervisors, I managed to increase the production of practically every component every month with the result that in 6 months' time the shop's output had almost doubled. My work was soon appreciated and in March, 1943, I was promoted Chargeman on Rs. 170 p.m. Then news came that the B. B. & C. I. Railway was going to take over the Ordnance Factory once again and every Ordnance man had to be transferred to some other factory. Thus in August, 1943, I was sent on deputation along with an Assistant Foreman and another Chargeman to organise production of other oil components in the G. I. P. Railway, Matunga, and this is where I am serving today.

Now when I turn back and think of those by-gone days, I once again wonder what would have been my fate if I had not joined the Scheme. Could I have ever dreamt of becoming a Chargeman so soon, or of drawing a handsome salary of Rs. 320 per month? I do not see these huge walls around me either, and my hopes of gaining further promotion are higher than ever before. Truly this trip to England has done a lot for me.

In conclusion, I would urge my countrymen to join the Scheme as soon as an opportunity presents itself. As my boss put it: "It is a chance in a million, and, if once lost, may never, never occur again."

LUCAS REIS.

Consolation Prize.



Bevin Trainees in a workshop.

WAR-TIME PRODUCTION IN ENGLAND AND INDIA.

"If production is carried on vigorously..... we shall shorten the war by many months and save the lives of thousands, and it will accordingly be wise for labour and management to consider the best methods to be adopted. This is a total war. We are all in it."

RT. HON'BLE ERNEST BEVIN, M.P.

If this war has taught us anything beyond any question, it is that men on the battle-front alone cannot win this war. An all-out effort on the home front is the 'sine quo non' of victory. Workers in ship-yards, aircraft plants, armament factories, ammunition industries, agricultural farming constitute important elements in the achievement of victory.

In every Allied country, there is a growing demand for 'hustle production.' In my opinion the following factors have contributed in a large measure to increased production in England.

The most important thing that struck me during my stay in England was the fact that British people have an aptitude for industry. In fact, with the Industrial Revolution having had its birth in the country some two hundred years ago, every Englishman or woman is highly industrially-minded. An English citizen feels strongly attracted towards industry even from his boyhood.

Since proper machinery is available in Britain, there is a large scope for those with an 'Industry Sense.'

A careful selection of men and jobs is made and the right man is chosen for the right place with the result that there is not a single case of a square peg in a round hole and *vice versa*. The evil results that ensue from such maladjustment are thus completely avoided.

To provide initial training for a raw worker there are many training centres all over the country. A trainee is taught on a carefully planned system. The training period ranges from five to fifteen weeks during which a number of pamphlets are distributed among them. These little books may be called 'much in little'. Although they are very small in size, yet they give a lot of information about different kinds of machinery and their modes of operation.

The employment of female labour has contributed in no small measure to England's great production figures. Every girl (in some cases women over 40 years) knows that she is operating the machine for the sake of her brother on the fighting front or, may be, for her sweet-heart who is a soldier in the army. This voluntary service by the women of England has bridged the gulf created by the call-up of male workers to the forces and has solved labour shortage difficulties. There is no acute shortage of labour in any industry. Every machine is thus enabled to run in full swing.

Another factor, which has contributed to increased production, is the breaking of a job into many small operations. The "division of labour" principle is carried to the farthest limit and consequently excellent results are obtained. The job in factories is divided into "sub-assembly" and "assembly operations." These different operations will be drilling, lapping, riveting, etc. In all these operations, the principle of "motion economy" plays a very important part. This not only diminishes all unnecessary movements of the operator, but also simplifies them and eliminates the use of hands as mere holding devices. There is an important factory in London which is one of the examples where the "motion economy system" has been adopted with great success. Labour in war-time Britain is divided into the following groups :

(a) Existing labour that can be used.

(b) Labour on non-essential work that can be switched over to war-work.

(c) 'Green' labour that has not been previously engaged in work.

British industrial management believe that a little foresight will reduce the labour turn-over. The Employment Exchanges co-operate fully with the management. The management, too, attend to the comforts of the workers. The latter have been provided with lighting facilities, efficient medical attention, canteens and entertainment in the form of music during working hours and dance during break-hours. Good transport facilities are also offered to the workers.

INDIA.

Thanks to the present war, India, an essentially agricultural country, is being steadily industrialised. But there are several reasons why production has not reached such mounting figures as in England.

To begin with, the Indian labourer is not so highly skilled though it has been proved that he stands second to none in acquiring skill.

Women are not enterprising enough to come forward in such large numbers as in England.

Machinery is not available in such quantities as it is in England with the result that though labour is available it has to remain idle. Of course, this is due to shipping difficulties. The machinery is not of the "motion economy" type.

The lack of enthusiasm for work in factories can be partially explained by the fact that the wages offered are too low to attract workers. Even

making full allowance for the difference in the standards of living between India and other industrialised countries, one cannot but conclude that the wages in India are the poorest. Unless a more attractive wage schedule is drawn, there will be little inducement for workers to come forward. Moreover, workers in India are handicapped by the absence of transport facilities from the factory to their homes. In most of the factories there is no personal contact between the employer and the employee.

Lastly, the training facilities are not sufficient. It is true that the Government of India have opened Technical Training Centres in various provinces. But they pale into insignificance on a comparison with the number of training centres existing in England. Moreover, in these centres the trainee is trained not for civilian war industries but for ordnance factories only. Hence there is no skilled labour available for civilian war industries.

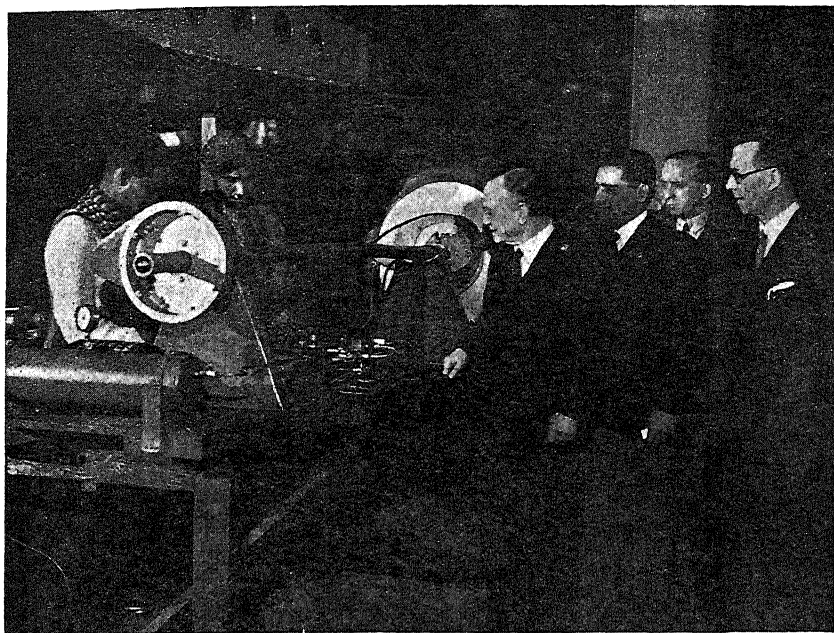
Before concluding, I would like to say a few words about the factory in which I happen to work at the present. Thanks once again to the present war, the benefits of an aircraft industry have been given to India. In our factory the principle of division of labour is practised and its advantages have been fully realised. The work, therefore, has been divided and sub-divided. But even here, there is no "motion-economy" system.

We use special locally designed spanners and screw drivers. The use of these spanners has considerably accelerated production and effected a lot of time-saving.

Whether we like it or not, the future of any country lies in industrialization and to this end we should all work. Viewed from this aspect, the Bevin Training Scheme is a veritable blessing to Indian boys and our boys would do well to take full advantage of this Scheme. This opinion is based on my own experience.

S. A. SHIRAZUDDIN.

Consolation Prize.



Visit of Mr. Amery, Mr. Mahmud and Mr. Watson-Smyth to a Workshop.

WORKERS & EMPLOYERS IN BRITAIN.

Employers in Great Britain take great interest in the welfare of their workers. They provide them with every facility and encourage them to find new processes to do easy work by safe-guarding the inventions they have made and giving them a sufficient number of new methods of work. They try to see that there is always a homely atmosphere in workshops.

Taking the cases of some of the factories I have visited, they were on a mass-production basis. In consideration of the monotony of work and in order that he should not feel tired, wireless sets were placed in different sections of the factory so that by hearing different programmes and encouraging messages from superiors, the efficiency of the worker is increased. A short recess after work has also improved his working capacity. The managements have provided dancing-rooms where workers go and play and dance during the long break. Thus they are always cheerful and willing to work. A library is also maintained for workers which is used in lunch time and which helps to increase their knowledge of engineering. The sympathy and kind behaviour of persons in immediate authority has made the atmosphere of the factories quite friendly. The big and well-equipped hospitals and the provision of a First Aid box in every department as a precaution against accidents have

also assured the security of a worker's life in a workshop. By the introduction of the canteen system, workers can get fresh and clean food at a very cheap price in the factory. The installation of the heating system in workshops has enabled the workers to put in more work in the factory even in the coldest season and thus their health is safeguarded. Good sanitation, responsibility for work and close supervision have inculcated strict discipline in workers and reduced the incidence of accidents. Apprenticeship schemes and education committees have encouraged the workers to get as much knowledge as possible in the engineering field. The frequent visits of the managing body and their enquiries about the welfare of workers have increased their love towards their employers.

The following are the amenities the employers have provided to their workers :—

1. Protection against accidents.
2. Freedom to work at will provided the work is satisfactory.
3. Standardization of wages, fixed hours and age-limits for workers.
4. Giving workers a large share of responsibility in settling their working conditions.
5. Devising means of giving workers a share in the increased prosperity of industry.
6. Establishing a regular machinery for the settlement of disputes and thus promoting better relations between them and workers.
7. Encouraging technical education and research.
8. Facilities for promoting working people's inventions and safeguarding the inventor's right.
9. Encouraging improvement in processes, machinery, organisation and management.
10. Taking full share in legislation affecting industry.
11. Pensions and insurances.
12. Facilities for recreation when working people are on works.
13. Well-equipped hospitals and good sanitation.

Besides these, there are several other small facilities which workers in Great Britain enjoy.

Industrial matters are often settled by forming Joint Industrial Councils whose working is described below :—

The Joint Industrial Councils are organised on a purely voluntary basis. Decisions are reached by agreement.

Meetings of the joint industrial council are held as often as necessary and usually not less than once a quarter. In the intervals between the meeting an executive committee functions. The expenses of the Council are met by equal contributions from employers and the trade union organisation and the amount of the contributions and the manner of their application are determined by the council.

Notices of meetings are sent out by the Secretary and the items on the agenda are previously agreed to by the Chairman and Joint Secretary. Prior to the meeting, the employers and the trade union representatives meet separately to discuss the agenda and to settle policy. The full meeting then takes place and negotiations proceed on the business raised by the party which asked for the meeting or the executive committee report is taken into consideration. Provision is also made for special meetings.

The Joint Industrial Council will, if it thinks it is necessary in the circumstances of the industry, arrange for the establishment of the District Joint Councils for the purpose of covering the whole of the country.

The conciliation machinery for the Joint Industrial Council varies. In one case a Negotiations Committee is appointed by the national body and any dispute which the District Council is unable to settle is referred to it. If the Negotiations Committee is also unable to come to any agreement, it may refer the matter back to the District Council, which will then appeal to the National Council. The Negotiations Committee also considers national claims referred to it by either side of the National Joint Industrial Council. In the event of disagreement, the issue may, after further consideration by the National Council, be submitted to the Industrial Court for arbitration. The Industrial Court or Tribunal of the Council may consist of two members of each side with an independent chairman appointed by the *Ministry of Labour*. Failing agreement by the Tribunal, the independent chairman gives a final decision.

The findings of either the Conciliation Panel or the Tribunal are reported to the National Council for ratification.

The employers have formed employers' organisations and labour has the trade union organisation and thus the workers and the employers come in contact with each other.

The workers' committee is set up by arrangement with the Joint Industrial Council or between the trade union and the employers of labour. Trade committees or yard or shop committees are formed to provide a recognised means of consultation between the management and the employees regarding collective agreements and the prevention of friction and misunderstanding. In the above committee, the chairman and the vice-chairman are appointed from the management and the trade union sides respectively, and each side elects its own secretary. The duty of shop representatives or stewards is to endeavour to settle on the spot any complaint brought to their notice by the fellow employees. Failing settlement, application is made to a Secretary of the employers side, and failing settlement with the official in charge, it is forwarded to the joint shop committee who, if unable to agree, can ask the joint shop department, works, or yard committee to intervene.

The contacts between employers and workers are friendly and, as far as possible, both sides try to explain their case to each other through representatives and thus avoid unnecessary clashes between the employers and the employees.

M. G. KULKARNI.

Consolation Prize.

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